

Bill Writing Form

Bill No: HR014-235

Issue: Minimum age employment

Sponsors: Representative Nick Schlude (rep-MO)

I. Intent of the Bill: The purposes of this bill are to:

1. Give the opportunity to 14 year olds for employment
2. Adjust the laws of employing teenagers
3. Encourage teenagers to earn their own money
4. Reward hard working teens

II. Letter of the Bill: Be it enacted that:

1. The minimum age for employment in all 50 states should be lowered to 14. The current age
2. restrictions prevent teenagers from getting a job when they are perfectly capable of working. The
3. United States Department of Labor states that "children under 14 years of age may not be
4. employed in non agricultural occupations covered by the FLSA. Permissible employment for
5. such children is limited to work that is exempt from the FLSA (such as delivering newspapers
6. to the consumer in acting.)" The problem with this outdated law is very rarely are there young kids riding
7. bicycles throwing newspapers. Today full-grown adults driving cars are delivering them,
8. putting kids out of work. It would be a violation of this law if a company hired a
9. child younger than 13, over-worked a child, or discriminated against a child for his or her age or any other
10. provision of the EEOC. If private or public sector employers violate this law, they would subject to lawsuits
11. under the Civil Rights Act. The US Department of Labor will be responsible for enforcing the provisions of

this and ensuring ongoing compliance. According to the 2010 census, there are about 5 million

13-14 year olds. This would benefit society because about 5 million teenagers would be eligible for

- 12. ~~jobs and this would give them a head start on gaining experience for jobs that require more experience~~
- 13. ~~at a later age. At 14 years you must have a workers permit and at 15 you are allowed to work without one. Studies have also proven that 90%of teenagers that have jobs become much more~~
- 14. ~~mature and responsible. This information was retrieved from the source of www.ehow.com. The money from~~
- 15. ~~the lawsuits would go to the individuals who sue under this law would entitle plaintiffs to any~~
- 16. ~~monetary awards the court decides on. This law will go into effect on March 17th, 2015.~~

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What do we want this bill to accomplish?